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THE NEW BRUNSWICK INDUSTRIAL SAFETY COUNCIL

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Annual Report

1963

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NEW BRUNSWICK INDUSTRIAL SAFETY COUNCIL

FREDERICTON, NEW BRUNSWICK

To The Honourable K. J. Webber
Minister of Labour
Province of New Brunswick

Dear Sir:

It is a pleasure for me to present to you the First Annual Report of the New Brunswick Industrial Safety Council for the year 1963, which has been a year of organization, both of staff, policy and procedure; details of which are aptly covered by our Executive Director in this report.

On behalf of the New Brunswick Industrial Safety Council in general and its representatives of Labour and Employers in particular we wish to compliment you on your concern with and efforts towards the promotion of safety in industry. Your interest and support in this venture has set a fine example for your Department and the Workmen's Compensation Board, both of which have given us their full cooperation and assistance. We also thank Employers and Labour and their various organizations for the assistance and tolerance that they have extended to the Council and our Field Representatives during this organization period.

Unfortunately it is impossible to evaluate with any degree of accuracy the progress made over any short term period. All agree that safety education throughout all ranks of industry is the only practical approach to the problem and the importance of this must be recognized by all concerned. Our field staff are both capable and equipped to lay out and conduct either general or specific safety training programs to meet the individual requirements of employers. However, with over 6,000 registered employers in the Province it is a physical impossibility to cover them all individually. Consequently we are concentrating our services on those with the highest accident frequency or cost within their class based on a statistical analysis of past performance. The only variance from this approach is to contact the larger employers and to meet individual requests for assistance.

In 1964 we look forward to an enlarged, more experienced staff, increased and improved training facilities and more reliable statistics on which to operate.

Respectfully submitted,

H. S. HOWCROFT, *Chairman*
New Brunswick Industrial Safety Council

NEW BRUNSWICK INDUSTRIAL SAFETY COUNCIL
ANNUAL REPORT

JANUARY 1 — DECEMBER 31, 1963

G. W. Crandlemire, B.A., B.Ed.
Executive Director

The New Brunswick Industrial Safety Council was set up by an Order-in-Council on November 14, 1962. Its duties and responsibilities are listed as follows:

(a) to coordinate and implement educational and safety promotion programs;

(b) to receive all work injury statistical data and analyse reports developed by the Workmen's Compensation Board;

(c) to develop from these reports provincial, industry, and individual firm programs designed to reduce industrial work injuries through educational courses, in plant safety committees, demonstrations, safety promotion and such other means as it may deem desirable;

(d) to coordinate the industrial safety programs of firms, industries, and industry associations with one another and with the activities of the Council and the Industrial Safety Branch of the Department of Labour;

(e) to analyze work injury trends, frequency, severity, etc. from Workmen's Compensation Board statistical data and develop from these, priority programs for the inspection and education of firms and employees in various industries in the province;

(f) to recommend safety codes which when approved by the Lieutenant-Governor-in-Council, shall become regulations under the Industrial Safety Act;

(g) to recommend to the Lieutenant-Governor-in-Council, from time to time, the functions of other agencies involved in the field of industrial safety;

(h) to carry out such other duties in connection with Industrial Safety as the Minister of Labour shall from time to time request.

The Council itself is composed of two employer representatives, two labour representatives, one member representing the Department of Labour, and the Chairman of the Workmen's Compensation Board.

The Council's first act was to establish a permanent staff consisting of an executive director and to the present time a field staff of four. The Council acts as an independent body and has tried to conduct its program without bias or favour in the interests of initiating and carrying out a coordinated and comprehensive safety educational program throughout all industry in the province.

From the start the complete support of the Department of Labour and the Workmen's Compensation Board was extended. Agreement was reached with the Compensation Board that they would withdraw from the direct safety educational program that they had been conducting and that they would extend financial support to the Council. In addition, they overhauled their statistical program to provide the detailed factual information necessary to guide the programs of both the Inspection Branch of the Department of Labour and the educational and promotional staff under the Industrial Safety Council itself. The Department of Labour established an Industrial Safety Branch, the staff of which is to perform the inspection and enforcement function of the program with the necessary legislative authority.

Coordination

A conscious and continued effort has been made to coordinate the activities of the Council, the Compensation Board and the various departments of government. Frequent visits, meetings, consultations and calls are made to ensure that the roles, the work and the recommendations of each of these are understood and carried out in a cooperative manner.

Active cooperation has been established between the Department of Labour inspection staff and the Industrial Safety Council's field staff. The two bodies utilize a pre-agreed list of firms which will be approached during the ensuing period. Ideally the program involves an audit inspection by an inspector of the Department of Labour who proceeds in the usual fashion of preparing a report to management. However, in this instance a copy of this report is forwarded to the Industrial Safety Council and the Industrial Safety Council proceeds to follow up those firms requiring educational and promotional campaigns. On the other hand the

Industrial Safety Council also initiates many plant visits, engages in much safety missionary work and in the course of these visits initiates requests for formal inspection by the Department of Labour. Thus, it can be seen that these two staffs are working on a coordinated and cooperative basis.

New Brunswick Forest Industries Safety Association Inc.

Early in 1963 representatives of the New Brunswick Forest Products Association approached the Workmen's Compensation Board with a proposal to set up a special safety association for the logging industry. The Industrial Safety Council was called in to meet with the Workmen's Compensation Board and a delegation of the Forest Products Association. The Association delegates expressed the opinion that their association represented only a small number of logging operators and that safety should be the responsibility of everyone in the industry. They therefore proposed to set up a safety association that represented every firm paying compensation. Its terms of reference would be to improve the safety record of the logging industry. After considerable discussion and negotiation it was agreed that the New Brunswick Industrial Safety Council would be the only agency in the safety field with which the Compensation Board dealt directly and that all matters concerning industrial safety were to be their responsibility. Therefore, the Forest Products Association submitted a formal proposal to the Industrial Safety Council for its consideration.

Approval was subsequently given and this association is now formed representing the forest industry. It is to be responsible for the safety promotional and safety educational programs in logging, sawmilling and pulp and paper mill operations. This association is to report regularly to the Council on its activities and submit an annual budget to the Council for its approval. The Council will grant funds to the Forest Industries Safety Association in accordance with the approved budget and the Association shall have authority to hire its own staff and carry out its safety program within this budget. Thus, the function of coordinating safety activities and programs throughout all industries remains a prime responsibility of the Industrial Safety Council. Any undue fragmentation of the safety effort must be avoided.

The Forest Industries Safety Association is proceeding to develop cooperative programs with the Industrial Safety Council where possible and duplication of effort will be avoided. Future

developments will no doubt depend upon the success of this experiment. It is to be hoped that close cooperation and co-ordination can be maintained without undue control. If successful, no doubt additional industry associations can be formed to meet the problems of specific industries or industry groupings.

The officers and directors appointed at the first annual meeting of the Forest Industries Safety Association are as follows:

President —L. G. BASTIN,
Canadian International Paper Co.

1st Vice-President —KENNETH QUICK,
Gloucester Lumber & Trading Co.

2nd Vice-President—DUNCAN MCLAREN,
Bathurst Power & Paper Co.

Directors —LOUIS RICHARD, Rogersville
CLIFFORD COREY, Southampton Contractors
JOHN BURCHILL, Geo. Burchill & Sons
V. C. BASTIN, Fraser Companies Ltd.
J. K. IRVING, J. D. Irving Ltd.
M. D. RUSSELL, Russell & Swim
D. W. LACROIX, St. George Paper Co.

Exhibit "A"

NEW BRUNSWICK INDUSTRIAL SAFETY COUNCIL
BALANCE SHEET
AS OF 31st DECEMBER 1963

ASSETS

Cash in bank	$13,627.54
Travel advances receivable	400.00
	$14,027.54

LIABILITIES AND EQUITY

Liabilities:

Accounts payable and accrued expenses	$ 2,040.11

Equity:

Balance, 1st January 1963	$ 326.42	
Add: Excess of revenue over expenditure for the year—Exhibit "B"	11,661.01	11,987.43
		$14,027.54

Note: Office and educational equipment acquired at a cost of $5,910.62 is not included in the assets above.

Approved on behalf of the Council

H. S. HOWCROFT
G. G. DUCLOS

AUDITOR'S REPORT

We have examined the balance sheet of the New Brunswick Industrial Safety Council as of 31st December 1963 and the statement of revenue and expenditure for the year ended on that date.

We have received all the information and explanations we have required and report that, in our opinion, the above balance sheet and related statement of revenue and expenditure fairly present, respectively, the financial position of the Council as of 31st December 1963 and the financial results of its operations for the year then ended, according to the best of our information, the explanations given to us as shown by the accounting records of the Council.

REEVEY, BLACKMORE, BURNHAM, LAWS & PAGE
Chartered Accountants

Fredericton, N.B.
10th January, 1964.

Exhibit "B"

NEW BRUNSWICK INDUSTRIAL SAFETY COUNCIL
STATEMENT OF REVENUE AND EXPENDITURE
FOR THE YEAR ENDED 31st DECEMBER 1963

Revenue:

Grants—Workmen's Compensation Board of the Province of New Brunswick			$91,784.00

Expenditure:

Grant—New Brunswick Forest Industries Safety Association Inc.		$12,434.00	
Salaries		36,065.37	
Employee benefits		2,179.42	
Travelling		5,121.57	
Office supplies		1,877.83	
Training and education supplies		2,915.97	
Directors—Remuneration		1,850.00	
—Expenses		1,524.90	
Car expenses—Rental		6,726.00	
—Gas and oil		1,463.54	
Rent		2,240.00	
Telephone		431.19	
Postage		336.55	
Insurance		215.10	
Professional fees		444.00	
Miscellaneous		133.23	
		75,958.67	
Equipment—Office	$1,542.83		
—Training and education	2,621.49	4,164.32	80,122.99
Excess of revenue over expenditure—To Exhibit "A"			$11,661.01

Safety Codes

One of the projects undertaken by the Council was to sponsor the drafting of a general safety code for the province. Late in 1962 the Council called a meeting of representatives of various industrial associations and labour groups to discuss the drafting of a general safety code for all industry. General agreement was reached on the method of procedure. Each industry group and labour group was asked to establish a committee to submit a brief on conditions, hazards, unsafe acts, codes proposed and recommendations for their own industry, and to submit these to the Industrial Safety Council.

Following the receipt of these briefs the technical staff of the Department of Labour together with the staff of the Council prepared a draft copy of a code and sent it out to each of the associations for study. The comments, criticisms, and suggestions for changes that come in will be assessed and a revised version circulated before the final version is recommended to the Minister of Labour for enactment by Order-in-Council as regulations under the Industrial Safety Act.

The Safety Code will have two prime purposes. First, it will provide a basis for legislative enforcement through the Inspection Branch of the Department of Labour. Second, it will provide guidelines for the safety and educational programs of the Industrial Safety Council or of individual industry associations.

Statistics

The Data Processing Branch of the Department of Finance and Industry of the provincial government is a vital link in the Council's program. A computer installation is available at this centre which receives and tabulates all the information submitted from the Compensation Board. These compilations are then sent to the Council for interpretation, distribution, and subsequent reporting. Every effort is being made to improve the efficiency of the flow of information and to put it in its most useful and understandable form into the hands of those persons who must apply it.

Proposals are now being studied as to the most efficient means of obtaining accurate man hour statistical data from all industries so that some way may be available of judging the effectiveness of individual programs. This will make possible comparisons of a firm's record with others in his industrial classification and comparisons among industries within the province and with industries in other provinces.

The first year's statistical data from the Compensation Board has now been processed and each firm in the province may now obtain a complete record of its compensation claims and work injury history. Statistical data is reported on the basis of the

nature and casual situation relating to the injury, the region of injury, the occupation of employee involved, the number of days lost, and the total cost of claim. This information will shortly be produced on a quarterly basis to provide for continuous reporting and examination of this data.

From an examination of these statistics the Industrial Safety Council staff chooses firms whose work injury record indicates the highest cost and the most serious lost time injuries. This is essential in any situation where there are limited funds and limited staff to cover a serious problem. Obviously the most serious problems must be dealt with and given top priority.

According to the information furnished by Data Processing Branch the following is the data on injuries for 1963.

Mining. In the mining industry there were 1090 injuries during 1963. Almost exactly one-half of these (533) were cuts and lacerations. The regions of the body most often injured were fingers with 157 and eyes with 155, and the most frequent cause of injury was in the "struck by" category with 464 and "falls and slips" with 236. The number of days lost exceeded 54,000 at a cost of over $333,000.

Forestry. The forest industries had 4,724 injuries and again cuts and lacerations were the most frequent nature of injury with over 50 per cent of them (2,821). Injuries to the legs and feet totalled 1,684 of these while arm and hand injuries were involved in another 1,425. Again the "struck by" category was the most frequent cause with 2,714. Days lost totalled over 194,000 at a cost of more than $1,440,000.

Manufacturing and Sale. The Manufacturing and Sale classification suffered 7,489 injuries, 3,992 of which were cuts and lacerations. Here hands and fingers were the worst offenders with 2,743 injuries. "Struck by" injuries caused 2,523 claims while "striking against" caused 1,482, and "falls and slips" caused 1,492. The number of days lost was 117,199 at a cost of over $886,000.

Construction. The construction industry suffered 6,210 injuries. Again cuts and lacerations were the most frequent nature, 2,934 of them. There were 962 eye injuries; 1,945 to arms and hands; and 1,599 to legs and feet. "Struck by" was the cause of 2,462 injuries. The number of days lost was 165,257 at a cost of over $1,457,000.

Transportation. The transportation industry had 967 injuries and like all the others, the most of them were from cuts and lacerations, 486. Feet and legs led the way here with 321. Again the most frequent cause was "struck by" with 477. The number of days lost was 28,271 at a cost of over $223,000.

Services

During the year we have operated with a field staff of four. Each man has an area for which he is responsible and has attempted to contact the employers of all industrial classes in his area.

We have had to rearrange each man's territory somewhat as a result of the Forest Industries Safety Association taking over all employers in Class 2.

We are trying to make our field representatives as efficient as possible. Each man is trained in the Lateiner method of safety instruction. They are all capable of training staff supervisors and foremen and of assisting any firm in organizing a safety program.

We have arranged for the staff to visit firms which have effective safety programs in operation so that they may have a wider background of knowledge of how different people and companies operate a safety program. This, we feel, is essential and will continue to form a basic part of our internal training program for our staff.

Each man has a movie projector and we have purchased a number of educational and instructional films that can be of great assistance to large or small operators who wish to arouse interest in safety among their employees.

Films are available on request to the Audio-Visual Bureau, Department of Education, Fredericton, N.B., or may be ordered through the Council's office.

We have tried to build up our film library as rapidly as possible because of the increasing demand for films from firms of all types and sizes. We bought 16 films, 14 sets of slides and film strips, and 13 safety graphs this year, and we are planning to increase our library each year.

During the year we issued a number of posters which were already on hand when we began operation. Most of our new stock of posters are more specific in nature and will be distributed by our field staff to specific areas and firms to which they apply. In addition, some posters of general application will be issued periodically.

Some bilingual posters were ordered and distributed and we hope to have more of this type.

We have sponsored short spot films on Television and we hope to make more use of this medium as well as radio programs and spot announcements.

The Council also functions as a forum for discussion of proposals for action in the safety field. For example, a request was received by the Council for consideration that we support a proposal to have each industrial fatality investigated by a Coroner's Inquest. Although the Council favoured some kind of a formal

investigation they felt that Coroner's Inquests were not the appropriate body to make a thorough investigation and bring in valid recommendations for desired action. They have postponed a decision on the matter until the new amendments of the Industrial Safety Act has been operating for awhile.

A short resume of staff statistics follows:

During the year more than 1,325 visits were made to over 800 employers. Thirty-four 5-hour courses were given to groups of supervisors with 585 supervisors trained.

There were 119 screenings of our films to 2,622 persons, along with talks, lectures and demonstrations.

This does not, of course, reflect a full year's operation as many of our services have been available during part of the year only.

Staff members at the end of 1963 are as follows:

J. E. SINCLAIR	Fredericton
R. E. BEATON	Moncton
H. L. JESSOME	Saint John
K. E. HALL	Moncton

Plans

Among our immediate plans are:

(1) Taking on a new bilingual field representative to serve the North Shore area. This man will come on staff on May 1, 1964.

(2) We plan to hold a one-day convention on April 21, 1964, at the Admiral Beatty Hotel in Saint John.

(3) We have made arrangements to hire a statistician in July to work with the Compensation Board and the Department of Labour in an effort to make our statistical program more useful. We hope that he will be able to analyze the data being received so that we can attack the problem of work injuries more effectively.

(4) We plan to publish a newsletter which we hope will keep everyone more informed of Council services and provide a medium for safety messages and information.

(5) Reinforcing literature, pamphlets, recall material, posters, etc., are to be designed in order to create more impact in phases of special safety programs.

(6) We plan to send to all the employers in each group a quarterly report of the accident record of all the firms in that group. This is in response to the request of numerous employers for this service.

ACKNOWLEDGMENTS

A report could not be complete without recognition of the tremendous assistance and complete cooperation we have received from many agencies and sources:

The Workmen's Compensation Board staff have spent many hours providing us with information, material, equipment and always have been most patient and willing to explain their operations to us and to help us in many ways.

This has also been true of the Department of Labour staff who have provided us with printing services, reports, and assistance in very many ways.

The Data Processing Branch has been most kind in providing us with new programs and statistics that have been of great assistance to us.

The Audio-Visual Bureau of the Department of Education has saved us countless hours and expense in handling and caring for our films. They keep them repaired and look after all of our bookings.

The Industry Associations and the Labour Unions have been most cooperative in our joint efforts to improve safety programs throughout the province.

To all these people and to all employees and employers who are consciously trying to cut down the toll of injuries and wasted dollars resulting from industrial accidents we extend our grateful appreciation.

THE NEW BRUNSWICK INDUSTRIAL SAFETY COUNCIL

33 Rookwood Avenue
Fredericton
New Brunswick